Professionalisation of the Cybersecurity Industry

In conjunction with the UK Cyber Security Council

Cybersecurity is a relatively novel profession that has evolved quickly from a rather narrow focus on IT security administration, to high-level business risk management. Around it has emerged a fledgling and still-immature education structure and career path for the cybersecurity professional. There are increasing skills shortages, wage disparities, turbulence, and a lack of diversity across the cybersecurity landscape.

This SASIG event will identify and address the complex challenges currently surrounding the cybersecurity professional's role and career. This debate will draw together SASIG's ongoing themes of collaboration, communication, and leadership:

- There is much talk about the professionalisation of the cybersecurity industry, but what does this look like, what are we doing about it, and how do we achieve faster progress towards it?
- How and from where do we attract and train new talent, and how do we ensure structured progress from apprentice/graduate to the most senior appointment?

All SASIG events operate under the Chatham House Rule, and there is no charge to attend. We welcome you to this joint SASIG/UK Cyber Security Council event.

Kindly hosted by

FINANCIAL CONDUCT AUTHORITY

Thursday 16 November 2023

9.30am to 4pm

Followed by the UK Cyber Security Council 'Meet & Greet'

Central London

Chair
Martin Smith MBE Founder and Chairman, The SASIG

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10am   **Welcome and introductions**
Martin Smith MBE Founder and Chairman, The SASIG
Bryan Lillie Strategic Technical Lead, UK Cyber Security Council

10.15am   **The story so far…**
John Madelin CEO, Cyber Balance

The UK Government is committed via its National Cyber Strategy (NCS) to 'developing the cyber security profession'. In 2018, it published 'Developing the Cyber Security Profession in the UK', the findings of its consultation with existing professional organisations, students, employers, existing cyber professionals, and academia.

John worked closely with DCMS on the consultation. He will describe the background to, and his experience of, the exercise with a direct and constructive view of its outcomes and progress to date.

10.45am   **The UK Cyber Security Council (UK CSC)**
Bryan Lillie Strategic Technical Lead, UK Cyber Security Council

The main outcome from the 2018 consultation was the formation of the UK Cyber Security Council, which the Government now sees as the authority on the cyber profession. The Council brings together the existing work of professional and certification organisations in this space, to meaningfully communicate and assure consistency across standards and pathways.

Bryan will describe the work of the Council, its progress to date and the difficulties encountered. He will describe the way forward to develop a more robust cybersecurity profession.

11.15am   **Panel session: Pulling together**
Facilitated by **Martin Tyley** Partner Cyber Security, KPMG
Charles White CEO, CyberScheme
Andrew Gudgeon OBE Head of Enterprise Risk Management and Operational Risk (UKI), Zurich Insurance Company
Annmarie Dann Director of Professional Standards, UK Cyber Security Council

In an update in June 2022, 'Embedding standards and pathways across the cyber profession by 2025', the Government acknowledges that the UK CSC will need to succeed if broader government and industry ambitions to address the scale and diversity of the skills shortage are to be met. They will need to be suitably empowered to be the profession's voice, requiring everyone to pull together under the Council's umbrella. How is this going?

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12.15pm   **Lunch and networking break**
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1.15pm   **Panel session: Ready-cooked resource – A recipe for disaster**
Facilitated by **Annick O'Brien** VP Operations, CybSafe
Andy Jones Director Strategy, The Cyber Scheme, and Chair of the Professional
Standards Working Group, UK Cyber Security Council
Sonja Lewis Head of Qualifications & Careers, UK Cyber Security Council
Amanda Finch CEO, Chartered Institute of Information Security
John Burnett Cyber Security Consultancy Lead, Financial Conduct Authority

Faced with a spaghetti of qualifications, HR teams place insurmountable barriers
in the way of fresh talent. Head-hunters cherry-pick existing trained resources on
a merry-go-round that increases churn and inflates wages but does nothing to
replenish the bowl. Companies show little interest in investing in new talent,
understandably scared of it being poached as soon as it matures. All this has
exacerbated the skills gap. How can we break out of this death spiral?

2pm   **Panel session: Achieving formal, accredited status for the cybersecurity
profession**
Facilitated by **Martin Smith MBE** Founder and Chairman, The SASIG
Annmarie Dann Director of Professional Standards, UK Cyber Security Council
Dr Robyn Remke MBA Programme Director, Co-Director Cyber Security EMBA
Department of Entrepreneurship and Strategy, Lancaster University Management
School
Bryan Lillie Strategic Technical Lead, UK Cyber Security Council
Chris Ensor Deputy Director for Cyber Growth, NCSC
Mike Hughes Immediate Past President, ISACA Central UK

To achieve a formal, accredited professional status for our industry, we must be
prepared to do the hard things, or the status quo will prevail. However, by
demonstrating unwavering commitment and taking proactive measures to
mandate, coordinate, and regulate industry standards, we can position the UK as a
global benchmark and a model for international best practices.

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3pm   **End of meeting, networking drinks and UK Cyber Security Council meet and greet**
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Representatives from the UK Cyber Security Council Board of Trustees and Senior
Leadership Team are hosting an informal meet and greet drinks reception. This is
where delegates can network and raise any questions they have on the work of
the Council.

There will also be the opportunity to hear from Council Showcase members,
Fortra and **ISC2**.

About

sasig **The Security Awareness Special Interest Group (SASIG)**

SASIG is a subscription-free networking forum, membership now represents thousands of organisations of all sizes from across the world and from all sectors, public and private. Its 9,000+ membership is drawn from CIOs, CISOs and their staff with responsibility for cybersecurity within their organisations. Professionals from other disciplines (risk, HR, legal, supply, etc.) and representatives from government, law enforcement and academia are also being increasingly welcomed at events. The Chatham House Rule is strictly enforced and universally respected at all meetings, and vendors and the Press are routinely excluded. Thus, the level of debate is extraordinarily revealing and rewarding.

SASIG has a members' website at www.thesasig.com. Please register here for membership and the event.

The UK Cyber Security Council is the self-regulatory body for the UK's cybersecurity profession. It develops, promotes and stewards nationally recognised standards for cybersecurity in support of the UK Government's National Cyber Security Strategy, leveraging all available expertise, relevant standards, and guidance to deliver practical advice to the profession and to make the UK the safest place to live and work online.

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